



WRP

Workforce Recruitment Program

20th

Celebrating the 20th Anniversary of the WRP

1995 - 2015



THE WORKFORCE RECRUITMENT PROGRAM:

20 YEARS OF ADVANCING EMPLOYMENT OPPORTUNITIES FOR COLLEGE STUDENTS AND RECENT GRADUATES WITH DISABILITIES

July 26, 2015 marks the 25th anniversary of the enactment of the Americans with Disabilities Act (ADA). 2015 also marks the 20th anniversary of the establishment of the Workforce Recruitment Program for College Students and Recent Graduates with Disabilities (WRP).

THE HISTORY OF WRP

The WRP began in 1975 at Carderock Division, Naval Surface Warfare Center. Expanding within the Department of the Navy, over the next decade the WRP was implemented across the Department of Defense (DoD). In 1995, the WRP was launched by DoD, through the Office of Diversity Management and Equal Opportunity (ODMEO) and by the President's Committee on the Employment of People with Disabilities. In 2001, the President's Committee became part of the Department of Labor (DOL), as the Office of Disability Employment Policy (ODEP). ODMEO manages DoD participation in the WRP.

RECOGNIZED PROGRAM

The WRP is an exemplary program designed to serve as a pipeline connecting individuals with disabilities to the workplace. The program has been implemented across DoD in over 24 Components and in 36 Federal agencies. Since 1995, over 7,000 participants have been hired with over 5,000 of them employed by DoD.

The WRP furthers integration of the DoD workforce by providing practical work experience. It has supported the advancement of the DoD mission and the efforts to fulfill the Human Capital Strategic Plan to shape a diverse, balanced, and capable civilian mission-ready workforce. This collectively supports the warfighter, which is characterized by agility, flexibility, diversity, and seamless integration with the Total Force.

DOD IMPLEMENTATION STATISTICS

Year	Centrally-Funded WRP Hires	Total DoD WRP Hires
2008	278	340
2009	340	415
2010	373	437
2011	408	469
2012	461	503
2013	58	76
2014	232	257
2015	255	283
2016	281	311
2017	309	342
2018	340	376

*Centrally Funded refers to WRP hires funded through DoD resources

Executive Order (EO) 13163, Increasing the Opportunity for Individuals with Disabilities to be Employed in the Federal Government (July 26, 2000) and EO 13548, Increasing Federal Employment of Individuals with Disabilities (July 26, 2010), provide guidance to Federal agencies on how to implement Section 501 of the Rehabilitation Act of 1973, as amended (Section 501) and specify that federal agencies should be model employers of individuals with disabilities. They call for the hiring of 100,000 individuals with disabilities over a five-year period.

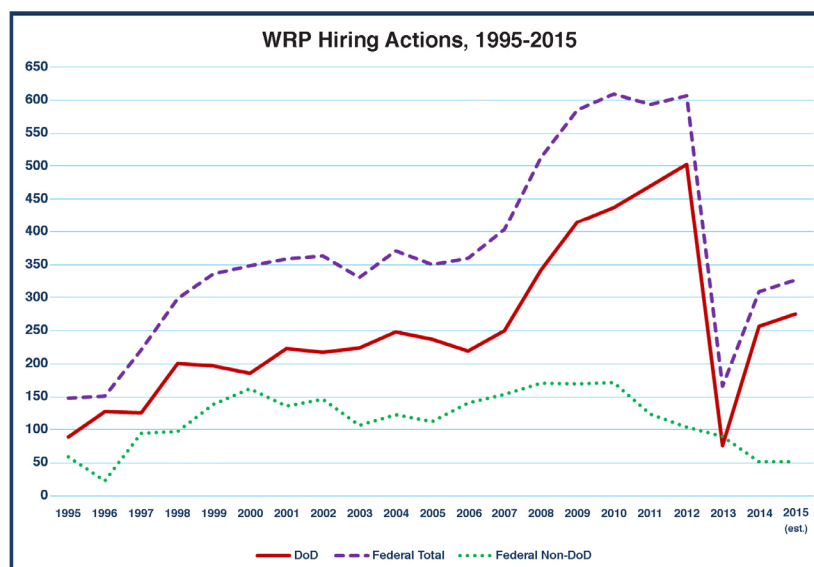
The U.S. Office of Personnel Management, which is responsible for overseeing the implementation of EO 13548, and the Equal Employment Opportunity Commission, which enforces Section 501, recognized the WRP as a model recruitment and hiring strategy for Federal agencies to follow.

The WRP is a proactive strategy used by DoD to implement its affirmative action program in accordance with Section 501. The WRP advances DoD's hiring goal that two percent of the Department's civilian workforce will be individuals with targeted disabilities.

EO 13548 directs federal agencies to increase utilization of the Federal Government's Schedule A, 5 CFR 213.3102(u) excepted service hiring authority to increase participation of individuals with disabilities in internships, fellowships, and training and mentoring programs. The WRP offers participating DoD Components access to the largest pool of candidates (almost 3,000 in 2015) who are eligible to be hired via this noncompetitive authority.

DOD WRP CENTRALIZED FUND

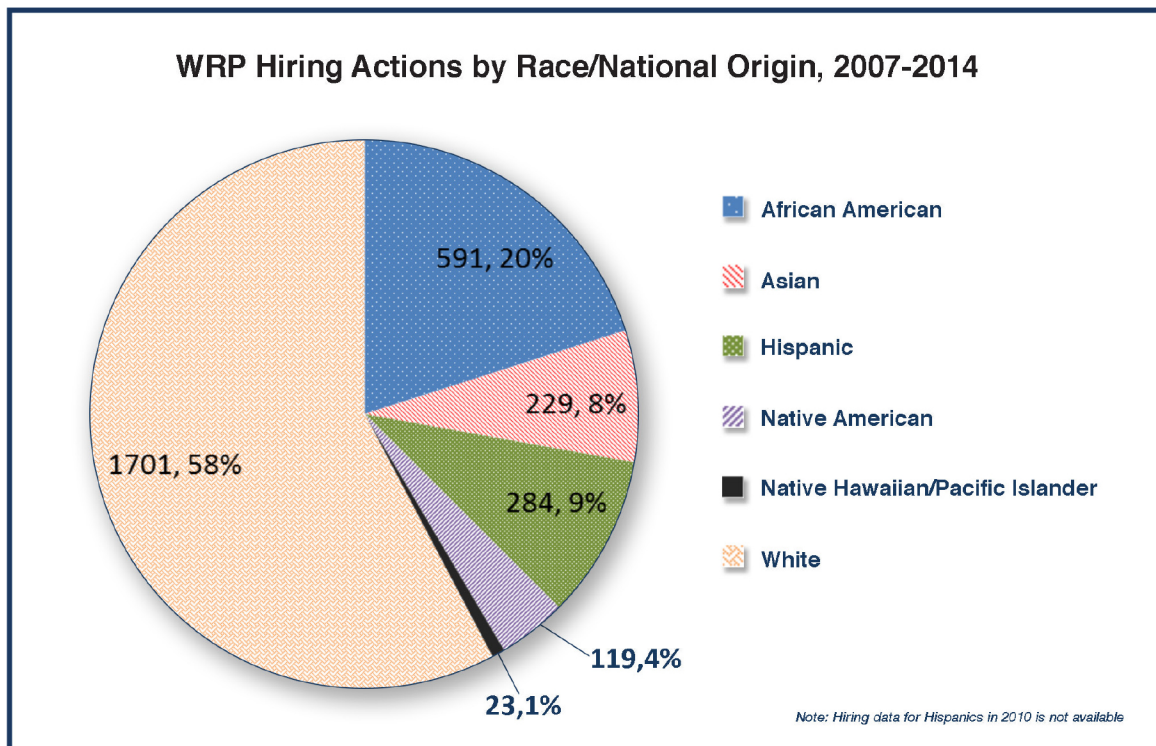
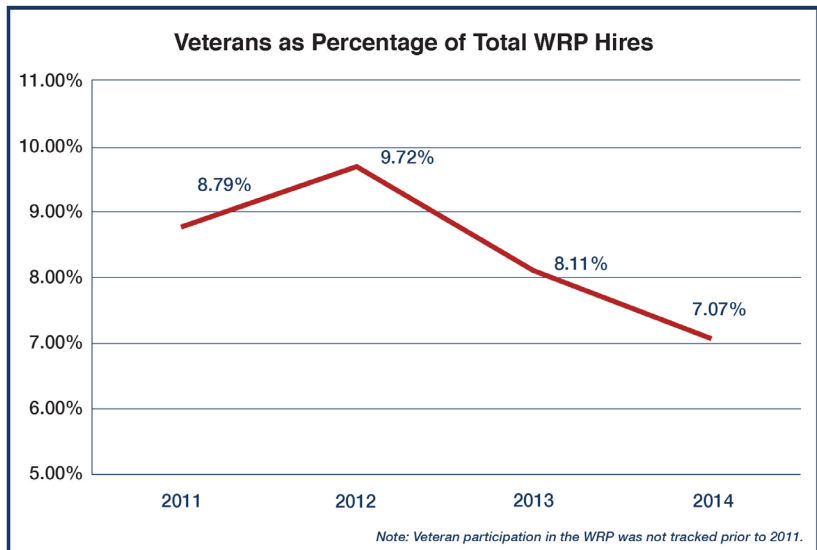
DoD is committed to supporting the program through a centralized fund. The Department of the Air Force serves as the program's Executive Agent and the ODMEOP Director of Disability Programs provides operational and administrative support to place up to 500 participants throughout DoD Components world-wide. DoD Components use the program for a pipeline of qualified candidates interested in permanent career positions. The graph below illustrates WRP hires from 1995-2015



WRP DEMOGRAPHICS

Nearly 3,000 candidates are available to be hired in 2015:

- Candidates attend 290 schools, and live in 45 states plus Puerto Rico and the District of Columbia.
- 10% of candidates are veterans.
- Candidates participating in the WRP are working towards the following degrees
 - 140 (8%): Associates
 - 1331 (72%): Bachelors
 - 258 (14%): Masters
 - 22 (1%): Doctorate
 - 62 (3%): J.D., 9 of whom are veterans





For additional information on the WRP,
please email OSD.ABILITY@mail.mil

Stay Connected With ODMEIO On Social Media



Facebook: www.facebook.com/Diversitydefense



Twitter: <https://twitter.com/ODMEIO>



Instagram: <https://instagram.com/odmeio/>

ODMEIO Homepage: <http://diversity.defense.gov/>



www.WRP.gov

ODMEO manages DoD participation in the WRP